



# County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration  
500 West Temple Street, Room 713, Los Angeles, California 90012  
(213) 974-1101  
<http://ceo.lacounty.gov>

WILLIAM T FUJIOKA  
Chief Executive Officer

November 24, 2010

To: Supervisor Gloria Molina, Chair  
Supervisor Mark Ridley-Thomas  
Supervisor Zev Yaroslavsky  
Supervisor Don Knabe  
Supervisor Michael D. Antonovich

From: William T Fujioka  
Chief Executive Officer

Board of Supervisors  
GLORIA MOLINA  
First District

MARK RIDLEY-THOMAS  
Second District

ZEV YAROSLAVSKY  
Third District

DON KNABE  
Fourth District

MICHAEL D. ANTONOVICH  
Fifth District

## DEPARTMENT OF HUMAN RESOURCES MANAGEMENT PROMOTION EXCEEDING \$150,000

Consistent with the Board-approved policy on managerial appointments, we have reviewed and recommend Board approval of the Department of Human Resources' request to appoint Ms. Ann Havens to the position of Senior Human Resources Manager, with an annual salary of \$156,622.44. The requested salary will place Ms. Havens at the control point of the S-15 salary range. As Interim Deputy Personnel Director at Los Angeles Unified School District (LAUSD), her current base annual salary is \$156,648.00.

Ms. Havens is currently the Interim Deputy Personnel Director and is responsible for assisting the overall administration of Personnel Commission functions for the LAUSD. She directs and reviews administration of Commission activities through 150 subordinates including managers, supervisors, and staff. She also implemented the District's reduction-in-force program which cut approximately 4,600 positions during the 2009-10 school year.

Ms. Havens has 15 years of progressively responsible experience in the human resources field along with a Masters degree in Industrial/Organization Psychology. She has directed the human resources activities at LAUSD's Personnel Commission since 2001, and from 2002 to 2009, she held the position of Chief Human Resources Specialist at LAUSD. In this position, she developed a strategic plan for the Classification and Compensation Branch of the Personnel Commission and designed training programs consistent with the plan. In addition, Ms. Havens investigated disciplinary appeals for employees and served as a consultant to senior management

*"To Enrich Lives Through Effective And Caring Service"*

**Please Conserve Paper – This Document and Copies are Two-Sided  
Intra-County Correspondence Sent Electronically Only**

Each Supervisor  
November 24, 2010  
Page 2

on salary issues, succession planning and reorganizations. She served as the liaison to five unions in recruitment and selection, performance management, and classification and compensation.

Based on this information, we recommend that the Department's request be approved. In accordance with the policy on managerial salaries, please advise this Office if you would like this request placed on an upcoming agenda for Board action. Unless otherwise instructed by December 10, 2010, we will authorize the Department to proceed with this appointment.

If you have any questions, please contact me or have your staff contact Ellen Sandt at (213) 974-1186 or [esandt@ceo.lacounty.gov](mailto:esandt@ceo.lacounty.gov).

WTF:ES  
GS:LG:cg

c: Executive Office, Board of Supervisors  
Human Resources

K:\Board Memos\CEO Board Memos Word\11.24.10 DHR Mgt Promotion Exceeding \$150,000- Ann Havens.Docx